

COMPLIANCE GUIDELINES

Ethically correct, respectful dealing with our business partners is of very high importance to Zytomed Systems GmbH and a matter of course. This includes all commercial, legal and interpersonal levels, concerns and aspects. We pay taxes and dues in compliance with all laws and regulations in force as a matter of course. We do not belong to any sect or cult-like organization and strictly reject any such membership. Our partners undertake to acknowledge our values and to act accordingly:

Confidentiality

We undertake to treat as strictly confidential towards any external third party any and all information which may be disclosed to us in writing or verbally in the context of our cooperation with our business partners, unless such information is already in the public domain. An exception from this is any request for information made by virtue of any law.

Compliance with the law:

- We comply with all legislation in force as a matter of course. This in particular goes for laws regarding fair competition, data privacy, the protection of intellectual property of third parties and the prevention of money laundering and insider trading.
- We do not tolerate any kind of bribery or corruption. The following is of particular importance to us with regard to our employees:
- Respect for their personality and protection of their dignity
- Safety at work, provided both by precautionary measures to prevent accidents and occupational diseases and by regular training on occupational health and safety
- Adequate remuneration
- Continuing and advanced training
- Equality of opportunity for all employees, regardless of their ethnic origin, gender, religious or ideological beliefs, disabilities, age or sexual identity
- We do not tolerate any unacceptable treatment of employees, such as discrimination, exercise of compulsion, abuse, exploitation or sexual harassment. We expressly reject child labor, forced labor and illicit employment.

The following points regarding interactions with customers and suppliers are particularly important:

- A relationship based on partnership
- True and fair product information
- Highest possible degree of mutual transparency

We expressly reject anti-competitive collusion and practices, such as bribery and corruption. We reserve the right to adjust these compliance guidelines if the requirements or the framework changes.

Berlin, June 2023
Zytomed Systems GmbH

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Group CEO

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